

SENIOR APPLICATION DEVELOPER #235
(Senior Programmer Analyst)
Hiring Range: \$4878 to \$7316 per month
Final Filing Date: Open Until Filled
First Review of Applications is September 30, 2004

THE POSITION

Under direction of the Manager of Data and Monitoring in the Information Services Department, the Senior Application Developer will be responsible for providing SAP functional support in the SAP R/3 suites: HR, FM, MM, FI, CO and PS for an agency with 115 employees.

DESCRIPTION OF DUTIES

- Enhance functionality through configuration changes.
- Provide end-user support and training.
- Conduct low to medium complexity troubleshooting/debugging activities for both Production fixes as well as research into new functionality in the SAP environment.
- Maintain and support ABAP programs of medium complexity developed by internal staff and consultants (includes analyzing, designing, coding, testing and implementing custom ABAP reports, interfaces, enhancements, and batch processing).
- Provide consultation to end users and management on designs of custom solutions, as well provide technical advice on the behavior of standard SAP functionality through debugging, research, and prototyping.
- Conduct troubleshooting and diagnosis on Production break/fix and system performance issues.
- Work with Basis/Infrastructure team, hosting partner, and OSS during troubleshooting and analysis.
- Provide leadership on medium to large sized project initiatives.
- Formulate and define system scope and objectives, prepare detailed program specifications and complete associated work activities.
- Support production environment, processes and programs.
- Ensure system and data integrity through ongoing support of established standards and methodologies for system design and support.
- Maintain open communication and teamwork with staff members throughout the agency.

- Provide technical and consulting assistance to staff members throughout the agency on SAP-related policies, procedures, and operations.

MINIMUM QUALIFICATIONS

Education, Training and Experience: Equivalent to five years of increasingly responsible experience in computer application development and a Bachelor's degree from an accredited college or university in Computer Science or related field. Requires a minimum of three years of experience working with SAP R/3 release 4.6B or higher; minimum of two years working with ABAP, data requirement gathering and document process flows as well as project management experience. Experience with Java, C, and Scripting preferred, as is prior experience with SAP in the Public Sector module. Some SAP configuration experience also preferred.

Knowledge of: SQL or related RDBMS language and database development skills; object-oriented design and programming principles; SAP R/3 and ABAP; advanced principles and concepts of project management; advanced principles and techniques of complex computer programming, data processing operations, and system, program and user documentation; uses, capabilities, characteristics and limitations of computer systems and related equipment; modern software systems, anti-virus measures, TCP/IP and Network applications; and safe driving principles and practices.

Ability to: Effectively manage projects including maintenance of schedules and timetables and projects; read interpret and apply complex technical publications, manuals and other documents analyze, evaluate and resolve complex database programming problems; train or instruct users in SAP operating procedures; analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations; interpret and apply policies, procedures, laws, codes and regulations pertaining to assigned programs and functions; communicate clearly both orally and in writing; establish, maintain and foster positive and harmonious working relationships at all levels of the organization, team spirit, and collaboration with those contacted in the course of work..

Special Requirements: Ability to work in a standard office environment; ability to travel to different sites and locations; possession of, or ability to obtain, an appropriate, valid driver's license.

APPLICATION AND SELECTION PROCEDURE

Applicants **must** submit a completed SCAG application, supplemental questionnaire **and** resume to:

Southern California Association of Governments

Attn: Human Resources Office
818 West 7th Street, 12th Floor
Los Angeles, California 90017
(213) 236-1910
www.scag.ca.gov

Applications, supplemental questionnaires **and** resumes must be received by Human Resources no later than 5:00 p.m. on the final filing date. Postmarks will not be accepted. All completed application materials will be reviewed. A limited number of the most qualified candidates will be selected to participate in the selection process based on the application, resume, and other written information submitted which clearly demonstrates the relevant breadth and depth of applicable training, experience, and education for the position. Selection processes may include a combination of supplemental questionnaire, written exercise, and/or panel interview and other testing as deemed appropriate. All applicants who meet the minimum qualifications are not guaranteed advancement through subsequent phases of the examination process.

EMPLOYMENT INFORMATION

- Before employment, applicants will be required to provide documentation that verifies their proof of eligibility to work in the United States.
- Reference checking will be done prior to hire. A thorough background check including a review of criminal history, DMV report, financial history and pre-employment physical may be conducted for certain classifications.
- Employees are required to serve a twelve-month probationary period. Manager and director positions are employed through an annual contract.

EMPLOYEE PROGRAMS AND BENEFITS

- **Insurance Coverage:** Employees may choose from two HMO and two PPO CalPERS health plans and two dental plans. SCAG contributes \$550 towards insurance premiums with the cost difference paid out in cash. Vision insurance is provided at no cost to employees. Life insurance, in the amount of \$50,000, is provided by employer. Supplemental life insurance is available at a minimal cost to the employee. Short term and long term disability insurance plans are provided by SCAG.
- **Retirement:** Employees become members of the Public Employees' Retirement System (PERS) 2% @ 55 plan. SCAG pays the employee's 7% contribution. ICMA and Citistreet Group 457 deferred compensation plans are available. SCAG does not participate in Social Security.
- **Holidays:** A total of 13 paid holidays – 9 designated and 4 floating – are provided annually.
- **Vacation:** Ten to twenty days per year, depending on length of service with SCAG.
- **Sick Leave:** Employees earn sick leave at the rate of one day per month.

- **Health and Dependent Care Reimbursement Account:** A tax-exempt savings plan is offered to pay eligible expenses associated with health and dependent care.
- **Rideshare/Transportation Incentive Program:** SCAG pays \$35 per month towards carpool expenses, \$155 per month towards vanpool, bus or a monthly Metrolink pass. In order to receive this benefit, employees must utilize one of the listed options at least 13 days per month.
- **Flexible Time/Modified Work Week:** Some employees may work a modified 9-80 work schedule, with every other Friday off. SCAG offers a flexible work schedule to allow employees some flexibility on daily work hours.
- **Other Benefits:** SCAG offers credit union membership in the E-Central Credit Union. Employees may have their paychecks automatically deposited. A tuition reimbursement program is offered to employees.

THE ORGANIZATION

The Southern California Association of Governments (SCAG) is a Council of Governments and the largest regional planning agency in the nation, functioning as the Metropolitan Planning Organization for six counties established in 1965. SCAG develops long-term solutions for regional challenges such as transportation, air quality, housing, growth, hazardous waste and water quality. SCAG works with cities, counties and public agencies in the region to develop plans and strategies and action plans to address issues of regional and sub-regional concern and to help local agencies meet Federal and State planning mandates. SCAG also serves as a center for information exchange on a broad range of transportation, growth management, environmental, infrastructure and institutional issues. The SCAG region includes six counties, one hundred eighty-seven cities, 38,000 square miles and a population of 17 million and the 10th largest world economy. For more information on SCAG, please visit our website at www.scag.ca.gov.

THE LOCATION

The main SCAG offices are located in bustling downtown Los Angeles (L.A.). LA is located on the beautiful California Coast, and offers a year-round Mediterranean climate. The area is known for its cultural venues, sports centers, garment and jewelry districts, high-rise buildings, shopping, tourist attractions, fine restaurants, zoos, and museums. It is home to such professional sports organizations as the L.A. Lakers, Clippers, Sparks, Kings, and Dodgers. Downtown L.A. is easily accessible by Metrolink train, underground Metro, and bus.

EQUAL EMPLOYMENT OPPORTUNITY

SCAG is an equal employment opportunity employer. All personnel policies and programs are administered without regards to race, color, religion, political belief, age, national origin, sex, disability, cultural background, or sexual orientation. If you require assistance to participate in this recruitment, please call the Human Resources Office at (213) 236-1910.